EMPLOYER SUPPORT OF THE GUARD AND RESERVE (ESGR)

WELCOME HOME

YOUR COMMITMENT KNOWS NO BOUNDS
NEITHER SHOULD OURS
The men and women of the Guard and Reserve depend on their military units, families, and employers for support. Whether serving our country or supporting those who do . . .
We All Serve.
ESGR DEVELOPS AND PROMOTES A CULTURE IN WHICH ALL AMERICAN EMPLOYERS
SUPPORT AND VALUE
THE MILITARY SERVICE OF THEIR EMPLOYEES.
WWW.ESGR.MIL
1-800-336-4590
ESGR
1972-2012
SUPPORTING GUARD AND RESERVE SERVICE MEMBERS AND THEIR EMPLOYERS FOR 40 YEARS

AGENDA

- Overview
- Vision/Mission
- Main functions of ESGR
- Military Outreach & Awards
- Employer Support
- USERRA
- Ombudsman
- Statement of Support for Employers
- Public Affairs and ESGR
- Employment Initiative Program, Hero2Hired

OVERVIEW

- **Established in 1972 - Presidential Proclamation**
- **Guided by DoD Directive 1250.1**
- **Lead DoD agency for information, education and mediation for RC members and their employers**
- **Uniformed Services Employment and Reemployment Rights Act (USERRA) experts**

VISION

Develop and promote a culture in which all American employers support and value the employment and military service of their employees with ESGR as the principal advocate within DoD.

MISSION

ESGR facilitates and promotes a cooperative culture of employer support for National Guard and Reserve service by developing and **advocating** mutually beneficial initiatives; **recognizing** outstanding employer support; **increasing awareness** of applicable laws and policies; **resolving** potential conflicts between employers and their service members; and acting as the employers' principal advocate within DoD.

MAIN FUNCTIONS OF ESGR

- Three main responsibilities:
  - ✓Military Outreach
  - ✓Employer Outreach
  - ✓USERRA
- The Employment Initiative Program (EIP)
  - Hero2Hired
  - H2H.jobs

MILITARY OUTREACH

- ✓ **Brief G/R Service members on USERRA & ESGR, particularly just prior to and just after deployment**
- ✓ **Gain & maintain relationships with area G/R leaders and units**
- ✓ **Send direct mail on USERRA/ESGR to G/R Service members**
- ✓ **Encourage SOS signings among military leadership**
- ✓ **Free USERRA training**
- ✓ **Work with public affairs to place information in military/civilian publications, web-sites and newsletters**
- ✓ **Patriot Awards**
- ✓ **The Secretary of Defense Employer Support Freedom Award**
- ✓ **Boss lifts**

FY 11, BY THE NUMBERS

EMPLOYER SUPPORT OF THE GUARD AND RESERVE

Outreach Mission: Employer

	Statements of Support	Employers Influenced	Employers Direct Mail *	
FY 09	**54,965**	**162,489**	**0**	
FY 10	**58,817**	**164,218**	**541,026**	
FY 11	**45,140**	**153,062**	**15,138**	

Outreach Mission: Service Members

	Patriot Awards	Freedom Award Nominees	Service Members Briefed	Service Members Direct Mail *
FY 09	**14,571**	**3,202**	**443,833**	**0**
FY 10	**22,236**	**2,470**	**495,774**	**880,042**
FY 11	**16,560**	**4,049**	**473,891**	**89,573**

Ombudsmen Mission

	USERRA-related Contacts**	Cases Assigned	Cases Resolved/ % Resolved †	Average # of Days to Mediate (resolve) ‡
FY 09	**15,870**	**2,475**	**1980/80%**	**9.83**
FY 10	**34,612**	**3,202**	**2703/84.4%**	**10.27**
FY 11	**29,727**	**2,884**	**2302/79.8%**	**8.77**

Resources

	Volunteer Hours	Media Impressions	
			** No direct mail in FY 09; only targeted mailings in FY 11*
FY 09	**232,882**	**477.0M**	*** Inquiries generated from phone calls, emails or voicemail request specifically related to USERRA*
FY 10	**245,369**	**972.3M**	*† Cases Resolved include all cases brought to resolution and administrative closures*
FY 11	**236,725**	**976.6M**	*‡ Days reported as calendar days*

EXAMPLES OF EMPLOYER SUPPORT

- **Inform employers about their rights and responsibilities under USERRA**
- **Encourage employers to develop HR policies that go above and beyond the law**
- **Contact employers for participati in the Statement of Support progr**
- **Initiate and manage employer eve**
- **Recognize employers who meet or go beyond the law through award**

Uniformed Services Employment and Reemployment Rights Act (USERRA)

UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT OF 1994
Title 38 USC

- **Primary purpose: Protect the civilian employment rights of persons who also serve in the uniformed service**

That is:

Protect employees who engage in military service to the same level of seniority, status, pay and benefits that would have accrued if the service member did not deploy.

SERVICE MEMBER RESPONSIBILITIES

- ✓ **Have left a civilian job for military obligations**
- ✓ **Provide advance notice to employer of military service (preferably in writing)**
- ✓ **If on extended active duty, received a qualifying military separation (served honorably)**
- ✓ **Timely notice to return to work accordance with USERRA guidelines:**

Service	Return to Work Within
✓ 1-30 days	next shift after 8 hours of rest
✓ 31-180 days	14 days
✓ 181 + days	90 days

EMPLOYER REQUIREMENTS

- **Military obligations cannot be used as a motivating factor not to hire, promote or deny a pay raise**
  - **Grant military leave of absence**
  - **Prompt reinstatement of employee**
  - **Restore seniority**
  - **Reinstate employment benefits**
  - **Training or refreshing of skills**
  - **No discrimination or retaliation**

USERRA: WHO IS COVERED?

Applies to

- **Full-time or part-time employees**
- **Applicants for employment**
- **Employers with even one part-time employee**
- **Guard & Reserve and active military**

Does <u>not</u> apply to

- **State Militia on state active duty (floods, fires, hurricanes, security, etc.)**
- **Students***

(*Students: Effective 1 July 2010, now covered under Department of Education with USERRA like coverage – POC: Ms. Gail Mclarnon, Phone: (202) 219-7048; Email: gail.mclarnon@ed.gov)

FREQUENTLY ASKED QUESTIONS

- **Does USERRA protect a G/R Service member if service was voluntary or for weekend drills?**
- **Is a G/R Service member required to provide written orders for military duty?**
- **Does the G/R Service member have to find a replacement for their absence on military duty?**
- **Does the G/R Service member have to use vacation for military service?**

TOP USERRA VIOLATIONS

- Termination
- Discrimination
- Job Placement
- Pay Rate
- Work Schedule

OMBUDSMAN

- **Trained ESGR team assists service members and employers to resolve USERRA employment related issues through neutral mediation**

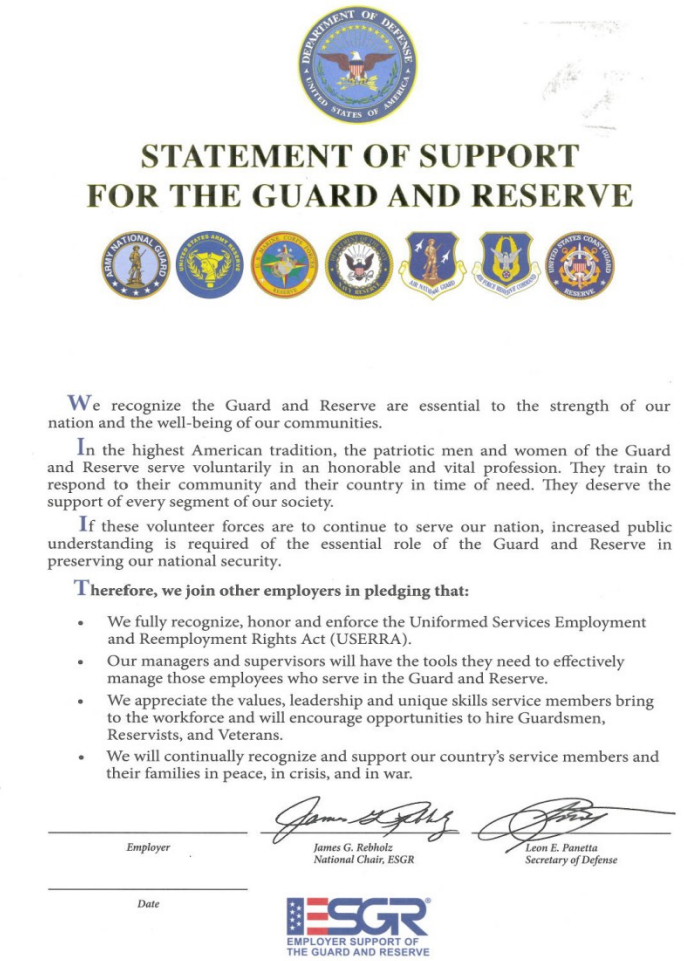
  - ✓ **Are confidential, neutral participants in all efforts**
  - ✓ **Provide information and answer questions**
  - ✓ **Serve as a mediator on USERRA issues between service members & employers, not the law**
  - ✓ **Resolve 80% of cases received, most within 14 days**
  - ✓ **Are qualified by ESGR, HQs after intensive training**

DOING YOUR PART!

- **Know the law – your part and your employer's**
- **Communicate:**
  - ✓ **Notify supervisor and HR, in writing, on plans to leave and return**
  - ✓ **Keep in touch with employer while gone**
  - ✓ **Check in when you return, letting them know how long you will be remaining on orders**
- **Appreciate:**
  - ✓ **Show appreciation for what they do for you, even if a behavior is required by law**
  - ✓ **If employer/manager is supportive, put them in for Patriot Award**
  - ✓ **Be flexible on things that don't matter when returning**
- **If you have questions about USERRA or employment rights, call ESGR or go to www.ESGR.mil**

STATEMENT OF SUPPORT FOR EMPLOYERS:

- **The employers are pledging their support of your service as a member of the Guard and Reserve.**
- **It states: they will continually recognize and support your country's service members and their families in peace, in crises, and in war.**
- **They recognize, honor and enforce USERRA.**



STATEMENT OF SUPPORT
FOR THE GUARD AND RESERVE

We recognize the Guard and Reserve are essential to the strength of our nation and the well-being of our communities.

In the highest American tradition, the patriotic men and women of the Guard and Reserve serve voluntarily in an honorable and vital profession. They train to respond to their community and their country in time of need. They deserve the support of every segment of our society.

If these volunteer forces are to continue to serve our nation, increased public understanding is required of the essential role of the Guard and Reserve in preserving our national security.

Therefore, we join other employers in pledging that:

- We fully recognize, honor and enforce the Uniformed Services Employment and Reemployment Rights Act (USERRA).
- Our managers and supervisors will have the tools they need to effectively manage those employees who serve in the Guard and Reserve.
- We appreciate the values, leadership and unique skills service members bring to the workforce and will encourage opportunities to hire Guardsmen, Reservists, and Veterans.
- We will continually recognize and support our country's service members and their families in peace, in crisis, and in war.

Employer — James G. Rebholz, National Chair, ESGR — Leon E. Panetta, Secretary of Defense

Date

EMPLOYER SUPPORT OF THE GUARD AND RESERVE

PUBLIC AFFAIRS AND ESGR

- Media Stories
  - Newspapers
  - Magazines
  - Radio & TV

The ESGR Insider
The Official ESGR Newsletter, October 2011
We All Serve
P3 Greetings From The West
P2 Online Meetings and Trainings
ESGR Headquarters 1555 Wilson Blvd Suite 200; Arlington, VA 22209 800-336-4

- Social Media
  - ESGR and Freedom Award website
  - Twitter Facebook LinkedIn
- Weekly News Articles
- Quarterly internal newsletter
- Quarterly Talking Points

THEIR COMMITMENT KNOWS NO BOUNDS
NEITHER SHOULD OURS
Our heroes in the Guard and Reserve return to the workforce with a strong work ethic, leadership and specialized skills. Consider the talents a member of the Guard or Reserve could bring to your organization. Whether serving our country or supporting those who do....
We All Serve.
SUPPORT AND VALUE
WWW.ESGR.MIL
1-800-336-4590

ESGR ON FACEBOOK

- ESGR has close to 3,000 followers
  - Employers
  - Guard & Reserve members
  - Guard & Reserve families
  - ESGR volunteers
  - Ages range from 14 – 82
- Way for us to link to our stories
- Reach a different audience
- Add content on other pages
- Reach is an average 15K per week

THEIR COMMITMENT KNOWS NO BOUNDS
NEITHER SHOULD OURS
EMPLOYER SUPPORT OF THE GUARD AND RESERVE
Choose a unique cover photo to express what your Page is about.
Employer Support of the Guard and Reserve
2,780 likes · 261 talking about this · 5 were here
Government Agency
ESGR is a Department of Defense agency seeking to promote a culture in which employers support and value the military service of their employees by advocating,
About
Photos
2,780
Likes
Map
Events
Highlights
Status
Photo / Video
Event, Milestone +
What's on your mind?
Employer Support of the Guard and Reserve shared a link via H2H.Jobs.
14 seconds ago
from H2H.Jobs info on today's job fair in El Paso, TX. Reported by KTSM News Channel 9. See you there!
"Hiring Our Heroes" Job Fair Brings 40+ Employers | KTSM News Channel 9
www.ktsm.com
Recent Posts by Others
AlliedBarton Security Services
Military Monday! A huge congratulations to AlliedBarton's ...
19 hours ago
Kevin OBrien
Thinking about your next career move? So is MOAA and M...
Yesterday at 9:40am
U.S. Navy Region Northwest
Today the Employer Support of the Guard and Reserve is ...
June 22 at 5:04pm
Real Warriors
Today the Employer Support of the Guard and Reserve (a ...
June 22 at 4:35pm
More Posts

www.facebook.com/GoESGR

Also using: Twitter @ESGR
LinkedIn

Employment Initiative Hero2Hired Program

Mission

- The Assistant Secretary of Defense (Reserve Affairs) and the Reserve Component Chiefs are responsible for the readiness of their units and service members
  - Civilian employment is critical to Guard and Reserve Service members
  - Civilian employment is linked to well-being
  - The high unemployment rate within the Guard and Reserve is a Readiness issue

What is H2H?

- H2H is a top-tier career services program powered by an enhanced website and mobile application.
- H2H offers a myriad of tools including a military skills translator, resume assist, and boasts a direct line to jobs posted by military-friendly employers with a stated commitment to hiring veterans.
- Operating with the direct support of over 5000 volunteers and Employment Transition Coordinators, H2H is a leader in the field of career management and talent acquisition.

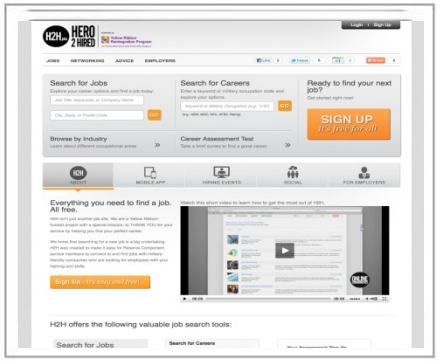
High Touch Network

- 54 Employment Transition Coordinators (ETCs)
- More than 4,800 ESGR Volunteers
- 27 Yellow Ribbon Program Specialists
- 60 USAR Program Support Managers (PSMs)
- Other support opportunities:
  - NGB field support personnel
  - Family Programs
  - ACAP
  - DOL - LVERs and DVOPs
  - Non-profits

EIP Hero2Hired (H2H) Program Components

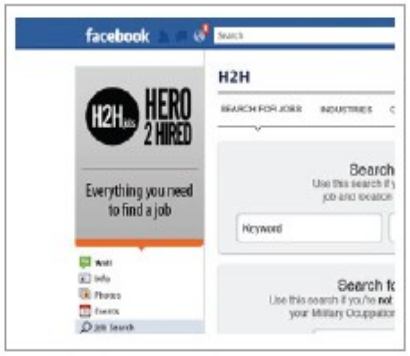
Mobile App

Job Fairs


HERO 2 HIRED
Search for Jobs
Search for Careers
Ready to find your next job?
SIGN UP
Browse by Industry
Career Assessment Test
Everything you need to find a job.
All free.
H2H offers the following valuable job search tools:

Web Site

Mobile Job Store

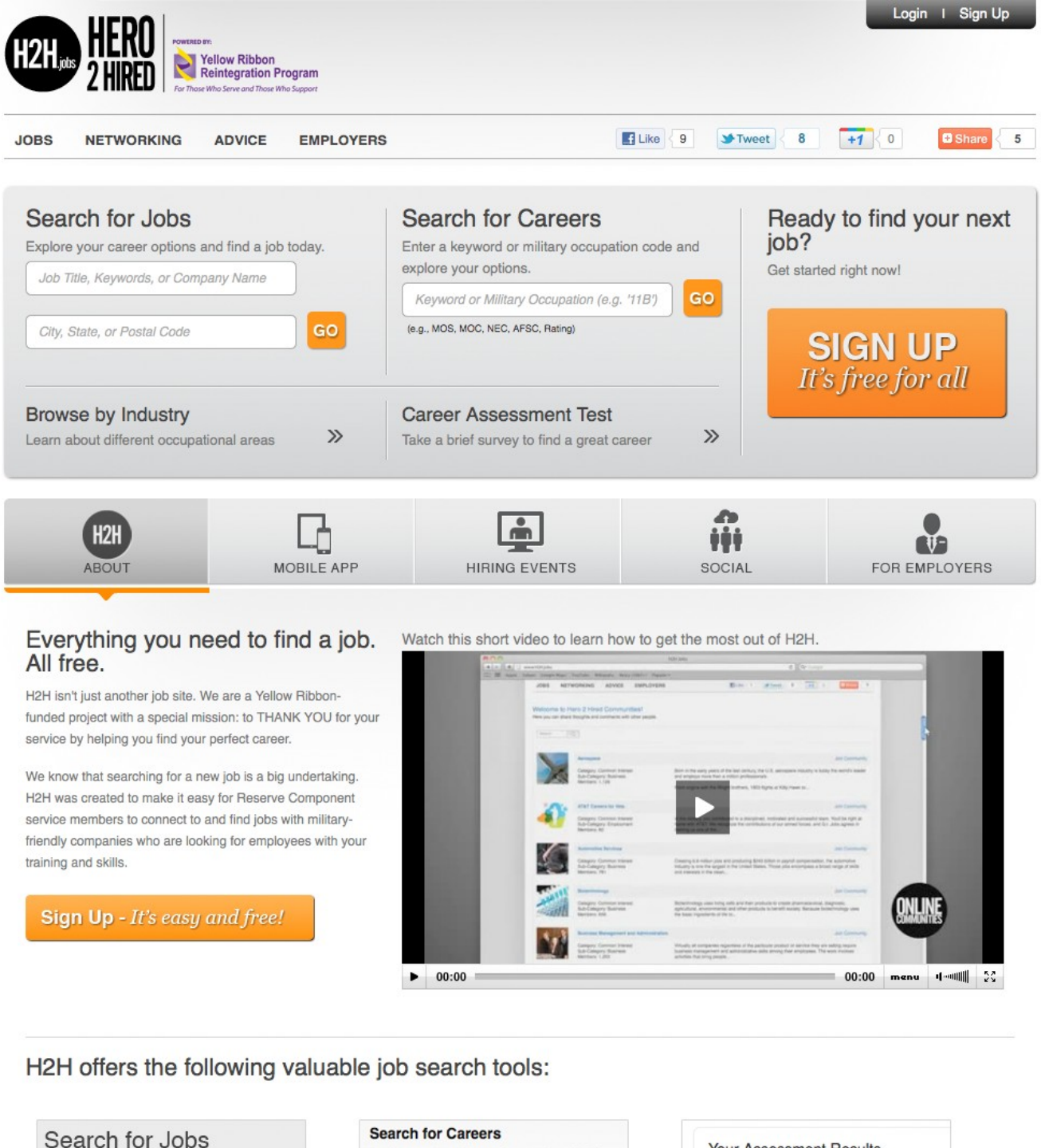


Facebook

Virtual Career Fairs

Media Plan

Kiosks

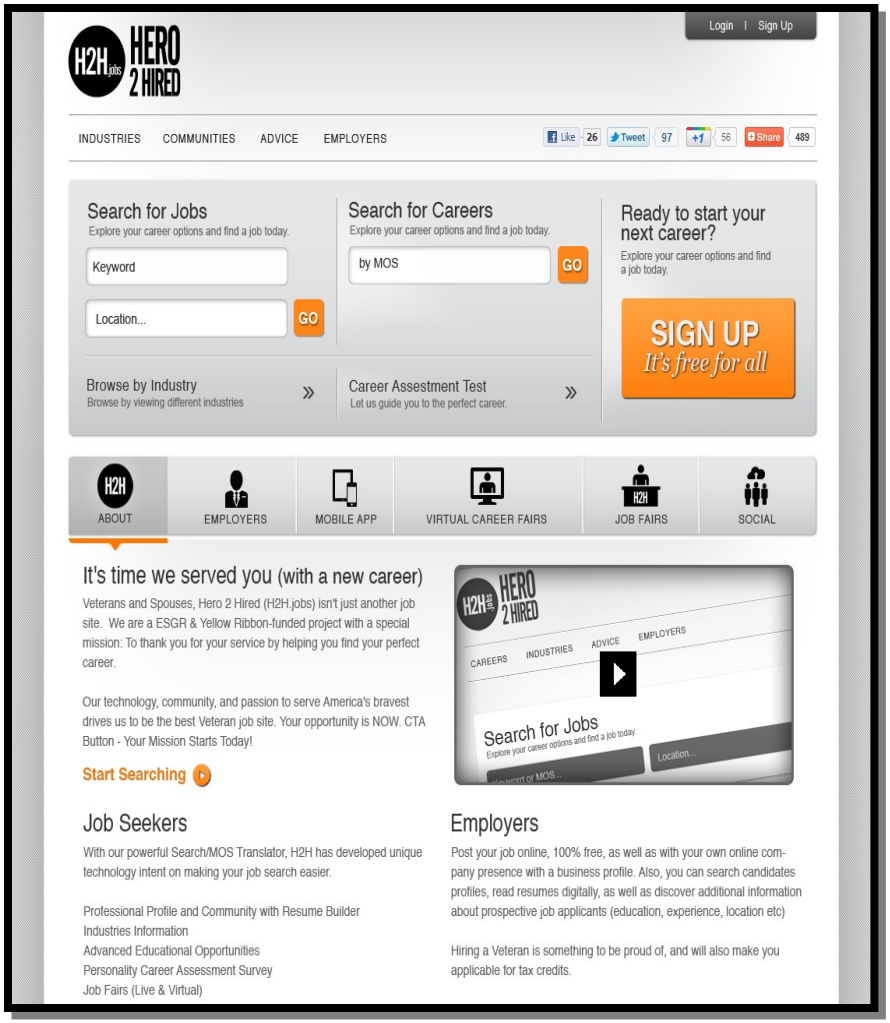

Login | Sign Up
H2H.jobs HERO 2 HIRED
POWERED BY: Yellow Ribbon Reintegration Program
For Those Who Serve and Those Who Support
JOBS NETWORKING ADVICE EMPLOYERS
Like 9 Tweet 8 +1 0 Share 5
Search for Jobs
Explore your career options and find a job today.
Job Title, Keywords, or Company Name
City, State, or Postal Code
GO
Search for Careers
Enter a keyword or military occupation code and explore your options.
Keyword or Military Occupation (e.g. '11B')
GO
(e.g., MOS, MOC, NEC, AFSC, Rating)
Ready to find your next job?
Get started right now!
SIGN UP
It's free for all
Browse by Industry
Learn about different occupational areas
Career Assessment Test
Take a brief survey to find a great career
ABOUT
MOBILE APP
HIRING EVENTS
SOCIAL
FOR EMPLOYERS
Everything you need to find a job. All free.
H2H isn't just another job site. We are a Yellow Ribbon-funded project with a special mission: to THANK YOU for your service by helping you find your perfect career.
We know that searching for a new job is a big undertaking. H2H was created to make it easy for Reserve Component service members to connect to and find jobs with military-friendly companies who are looking for employees with your training and skills.
Sign Up - It's easy and free!
Watch this short video to learn how to get the most out of H2H.
00:00
00:00
menu
H2H offers the following valuable job search tools:
Search for Jobs
Search for Careers

Simple is better!

H2H.jobs is designed to be a useful, fast loading, results oriented web application

Our **mission** is to **connect** RC **Service members** with career opportunities and jobs through engagement **with**

H2H.JOBS WEBSITE


Login | Sign Up
HERO 2 HIRED
INDUSTRIES
COMMUNITIES
ADVICE
EMPLOYERS
Search for Jobs
Explore your career options and find a job today.
Keyword
Location...
GO
Search for Careers
Explore your career options and find a job today.
by MOS
GO
Ready to start your next career?
Explore your career options and find a job today.
SIGN UP
It's free for all
Browse by Industry
Browse by viewing different industries
Career Assestment Test
Let us guide you to the perfect career.
ABOUT
EMPLOYERS
MOBILE APP
VIRTUAL CAREER FAIRS
JOB FAIRS
SOCIAL
It's time we served you (with a new career)
Veterans and Spouses, Hero 2 Hired (H2H.jobs) isn't just another job site. We are a ESGR & Yellow Ribbon-funded project with a special mission: To thank you for your service by helping you find your perfect career.
Our technology, community, and passion to serve America's bravest drives us to be the best Veteran job site. Your opportunity is NOW. CTA Button - Your Mission Starts Today!
Start Searching
Job Seekers
With our powerful Search/MOS Translator, H2H has developed unique technology intent on making your job search easier.
Professional Profile and Community with Resume Builder
Industries Information
Advanced Educational Opportunities
Personality Career Assessment Survey
Job Fairs (Live & Virtual)
Employers
Post your job online, 100% free, as well as with your own online company presence with a business profile. Also, you can search candidates profiles, read resumes digitally, as well as discover additional information about prospective job applicants (education, experience, location etc)
Hiring a Veteran is something to be proud of, and will also make you applicable for tax credits.

- Core features to connect to employers, create a profile and immediately start applying for jobs
- Key tools that provide service member and employer connectivity
- Features Video helps service member engage with site and employers quickly
- Key tools that provide service member and employer connectivity
- Quick navigation links to go anywhere in site with one click

WHAT IF YOU HAVE A QUESTION?

- ESGR
  - ✓ **www.ESGR.mil** or to **contact ESGR: (800) 336-4590 option #1**
  - ✓ **ESGR via Email: USERRA@osd.mil for any USERRA questions**

- Hero2Hired
  - ✓ **www.H2H.jobs**

ESGR
-WE ALL SERVE-